

OXNARD SCHOOL DISTRICT

1051 South "A" Street • Oxnard, California 93030 • (805) 385-1501



THE PERSONNEL COMMISSION SUPPORTING EDUCATION THROUGH MERIT

PERSONNEL COMMISSION MEMBERS

Mr. Ernest Morrison, Chair
Mr. Denis O'Leary, Vice Chair
Mr. Paul Robinson, Member

AGENDA **REGULAR MEETING** **Thursday, August 13, 2026**

3:30 p.m. Regular Meeting
Board Room of the ESC
1051 South A Street, Oxnard, CA 93030

REGULAR MEETING

Note: In accordance with the requirements of the Americans with Disabilities Act and related federal regulations, individuals who require special accommodation, including but not limited to an American Sign Language interpreter, accessible seating or documentation in accessible formats, should contact the Personnel Commission before the meeting date. Any materials relating to an agenda item that are distributed less than 72 hours prior to a meeting are available at the Personnel Commission Office located at 1051 South "A" Street, Oxnard, California 93030

Section A: ORDER OF BUSINESS

A.1 Call Meeting To Order

A.2 Roll Call

A.3 Pledge of Allegiance to the Flag

Mr. Ernest Morrison, Chair, will lead the audience in the Pledge of Allegiance.

A.4 Adoption of the Agenda

A.5 Approval of Minutes for July 9th, 2026 meeting (Pages 4-8)

Section B: COMMENTS BY THE PUBLIC

Public Comment provides the public an opportunity to address the Personnel Commission ("Commission") on non-agenda items. Speakers are requested to limit their remarks to three (3) minutes. The Commission shall limit the total time for Public Comment on each subject to fifteen (15) minutes. The Commission may not deliberate or take any action on items raised during this portion of the meeting.

Section C: ACTION ITEMS

C.1 Advanced Step Placement for Damaso David Garcia Casarus, After School Program Site Coordinator (Page 9)

The Personnel Commission will ratify the advanced step placement for Damaso David Garcia Casarus, After School Program Site Coordinator

C.2 Advanced Step Placement for Blandine Duffez, Paraeducator Special Education (Page 10)

The Personnel Commission will ratify the advanced step placement for Blandine Duffez, Paraeducator Special Education

C.3 Advanced Step Placement for Michelle Levine, Speech Language Pathology Assistant (Page 11)

The Personnel Commission will ratify the advanced step placement for Michelle Levine, Speech Language Pathology Assistant

C.4 New Classification - Carpenter (Pages 12-18)

The Personnel Commission will consider the New Classification - Carpenter

C.5 Eligibility Lists (Pages 19-27)

The Personnel Commission will review certification of eligibility lists.

Section D: REPORTS/OTHER INFORMATION/DISCUSSION ITEMS

These items are presented for information or study only, no action will be taken.

D.1 Personnel Actions (Pages 28-30)

The Personnel Commission will receive a list of various personnel actions that relate to the transfer, retirement, or other action affecting classified personnel.

D.2 Report by CSEA

CSEA may report on Human Resources issues of interest to the Personnel Commission.

D.3 Report by Assistant Superintendent, Human Resources

The Assistant Superintendent, Human Resources, may report on Human Resources issues of interest to the Personnel Commission.

D.4 Director's Report

The Director of Classified Human Resources will report on staff management, current recruitments, and other matters.

D.5 Future Agenda Items

The Commissioners and Director of Classified Human Resources will discuss any Commissioner requests for items to be added to future agendas.

D.6 Report by Commissioners

The Commissioners will report on issues concerning Commission administration.

Section E: CLOSED SESSION PUBLIC PARTICIPATION/COMMENTS

Persons wishing to address the Personnel Commission on an agenda item identified in the Closed Session agenda may address the Personnel Commission

Section F: CLOSED SESSION

The Personnel Commission will convene to closed session for the following items:

F.1 Pursuant to Section 54957 of the Government Code, the Commission will consider a personnel matter concerning:

- Public Employee Evaluation: Director, Classified Human Resources.

F.2 Reconvene to open session and report out of closed session.

The Commission will report on any action taken in closed session.

Section G: ADJOURNMENT

OXNARD SCHOOL DISTRICT

1051 South "A" Street • Oxnard, California 93030 • 805/385-1501



THE PERSONNEL COMMISSION **SUPPORTING EDUCATION THROUGH MERIT**

PERSONNEL COMMISSION MEMBERS

Mr. Ernest Morrison, Chair
Mr. Denis O'Leary, Vice Chair
Mr. Paul Robinson, Member

MINUTES **REGULAR MEETING** **Thursday, July 9, 2026**

3:30 p.m. Regular Meeting
Oxnard Room of the ESC
1051 South A Street, Oxnard, CA 93030

REGULAR MEETING

Note: In accordance with the requirements of the Americans with Disabilities Act and related federal regulations, individuals who require special accommodation, including but not limited to an American Sign Language interpreter, accessible seating or documentation in accessible formats, should contact the Personnel Commission before the meeting date. Any materials relating to an agenda item that are distributed less than 72 hours prior to a meeting are available at the Personnel Commission Office located at 1051 South "A" Street, Oxnard, California 93030

Section A: ORDER OF BUSINESS

A.1 Call Meeting To Order

The Personnel Commission of the Oxnard School District met for a regular meeting on Thursday, July 9, 2026 in the Oxnard Room of the ESC, 1051 South A Street, Oxnard, CA. The meeting was called to order by Chairman Morrison at 3:30 p.m.

A.2 Roll Call

Commissioners: Ernest Morrison, Chairman of the Personnel Commission; Denis O'Leary, Vice Chair of the Personnel Commission; Paul Robinson, Member of the Personnel Commission
Staff: Dr. Adalberto Fuentes, Director, Classified of Human Resources; Tanya Ventura, Human Resources Analyst; Erica Mata, Human Resources Analyst
Allison Cordes, Director of Certificated Human Resources

A.3 Adoption of the Agenda

The agenda of Thursday, July 9, 2026, was adopted.

Mover: Paul Robinson

Second: Denis O'Leary

Moved To: Approve

Ayes: 3 - Ernest Morrison, Paul Robinson, Denis O'Leary

Motion Result: Passed

A.4 Approval of Minutes for June 11th, 2026 meeting (Pages 4-9)

The minutes of June 11th, 2026, were approved as presented.

Mover: Denis O'Leary

Second: Paul Robinson

Moved To: Approve

Ayes: 3 - Ernest Morrison, Paul Robinson, Denis O'Leary

Motion Result: Passed

Section B: COMMENTS BY THE PUBLIC

No comments.

Section C: ACTION ITEMS

C.1 Advanced Step Placement for Kirstin Galindo, Transportation Driver (Page 10)

The Personnel Commission took action to approve the advanced step placement for Kirstin Galindo, Transportation Driver at Step D of Transportation Driver classification on the CSEA Classified Salary Schedule.

Mover: Denis O'Leary

Second: Paul Robinson

Moved To: Approve

Ayes: 3 - Ernest Morrison, Paul Robinson, Denis O'Leary
Motion Result: Passed

C.2 Eligibility Lists (Pages 11-17)

The eligibility lists of Security/Maintenance Worker, After School Program Site Coordinator, Custodial Services Supervisor, Human Resources Analyst, Campus Assistant, Speech Language Pathology Assistant

Mover: Paul Robinson

Seconder: Denis O'Leary

Moved To: Approve

Ayes: 3 - Ernest Morrison, Paul Robinson, Denis O'Leary

Motion Result: Passed

Section D: REPORTS/OTHER INFORMATION/DISCUSSION ITEMS

D.1 Personnel Actions (Pages 18-19)

The Personnel Commission reviewed the Personnel Actions of June 17, 2026.

D.2 Report by CSEA

No Report.

D.3 Report by Assistant Superintendent, Human Resources

Ms. Allison Cordes, Director of Certificated Human Resources, reported that two new principals, both former assistant principals, have been appointed, resulting in recruitments for two assistant principal positions. She noted that the recruitment closes on July 19. Ms. Cordes also shared that the Certificated division experienced significant layoffs and expressed hope that staffing will be complete following the assistant principal recruitment. She added that position announcements now include the specific school site, allowing school communities to participate in the selection process and encouraging greater site involvement. She concluded her report by sharing that planning has begun for the Years of Service Recognition event in August.

D.4 Director's Report

Dr. Adalberto Fuentes, Director of Classified Human Resources, reported on the open recruitments and the planning of new test materials for new recruitment positions. He also welcomed Erica Mata to her new position as Human Resource Analyst.

D.5 Future Agenda Items

Commissioner Paul Robinson suggested that the Personnel Commission integrate the Pledge of Allegiance into its regular meeting agenda, to be conducted before Roll Call, and include the Vacancy Report.

D.6 Report by Commissioners

Commissioner Paul Robinson had no report.

Commissioner Denis O'Leary expressed his appreciation to the team for their hard work and congratulated Ms. Mata on her new position as Human Resources Analyst.

Commissioner Ernest Morrison reflected on what an enjoyable school year it had been and shared that he is looking forward to the upcoming school year.

Section E: CLOSED SESSION PUBLIC PARTICIPATION/COMMENTS

Section F: CLOSED SESSION

F.1 Pursuant to Section 54957 of the Government Code, the Commission will consider a personnel matter concerning:

The Commission convened into Closed Session at 4:07 p.m. for the purpose of Public Employee Evaluation: Director of Classified Human Resources.

F.2 Reconvene to open session and report out of closed session.

The Commission reconvened at 5:32 p.m. into open session and reported no action was taken in closed session.

Section G: ADJOURNMENT

There being no further business, the Commission adjourned at 5:32 pm

Dr. Adalberto Fuentes
Director, Classified Human Resources and
Secretary to the Personnel Commission

By our signature below, given on this _____ day of _____, 20____, the Personnel Commission of the Oxnard School District approves the Minutes of the Regular Meeting of July 9, 2026.

Signed:

Chair of the Personnel Commission

PERSONNEL COMMISSION AGENDA ITEM

Name of Contributor: Dr. Adalberto Fuentes

Date of Meeting: August 13, 2026

Agenda Section: Section C: Action Items

Advanced Step Placement for Damaso David Garcia Casarus, After School Program Site Coordinator

Pursuant to Personnel Commission Rules & Regulations 70.200.1: "...a new employee may be granted advanced step placement upon recommendation of the appointing authority and approval by the Director of Classified Human Resources, subject to ratification by the Personnel Commission."

Personnel Commission staff recently filled a vacancy in the Enrichment and Special Programs department for the After School Program Site Coordinator position. Damaso David Garcia Casarus was selected for the position by the hiring authority and is being recommended to start at Step C on the classified salary schedule based on the following:

- Experience: Over 6 years of related experience.
- Education: GED Credential.

The minimum qualifications for the classification are:

- Experience: Two years of increasingly responsible experience working with school aged children, families, and community.
- Education: The equivalent of graduation from high school and one of the following:
 - Completed at least two (2) years of study at an institution of higher education OR
 - Obtained an associate's or higher degree (college level) OR
 - Met (pass) a rigorous standard of quality and can demonstrate, through a formal State or local academic assessment, knowledge of, and the ability to assist in instructing, reading, writing, and mathematics.

RECOMMENDATION:

Staff recommends that the Personnel Commission take action to ratify the advanced step placement at Step C of the After School Program Site Coordinator classification on the Classified Salary Schedule.

PERSONNEL COMMISSION AGENDA ITEM

Name of Contributor: Dr. Adalberto Fuentes

Date of Meeting: August 13, 2026

Agenda Section: Section C: Action Items

Advanced Step Placement for Blandine Duffez, Paraeducator Special Education

Pursuant to Personnel Commission Rules & Regulations 70.200.1: "...a new employee may be granted advanced step placement upon recommendation of the appointing authority and approval by the Director of Classified Human Resources, subject to ratification by the Personnel Commission."

Personnel Commission staff recently filled a vacancy in the Special Education department for the Paraeducator Special Education position. Blandine Duffez was selected for the position by the hiring authority and is recommended to start at Step B on the classified salary schedule based on the following:

- Experience: Almost three years' related experience.
- Education: Associate's degree.

The minimum qualifications for the Paraeducator Special Education classification are:

- Experience: One year of experience working with school-age children in an organized educational, health, childcare, or other structured setting is desirable.
- Education: Graduation from high school or equivalent and one of the following:
 - Completion of at least two years of study (48 semester units or 60 quarter units) at an institution of higher education; or
 - Attainment of an Associate of Arts degree or higher degree; or
 - Meeting a rigorous standard of quality by receiving a passing score in an examination administered by the Personnel Commission which demonstrates the knowledge and ability to assist in instructing reading, writing and mathematics.

RECOMMENDATION:

Staff recommends that the Personnel Commission take action to ratify the advanced step placement at Step B of the Paraeducator Special Education classification on the Classified Salary Schedule.

PERSONNEL COMMISSION AGENDA ITEM

Name of Contributor: Dr. Adalberto Fuentes

Date of Meeting: August 13, 2026

Agenda Section: Section C: Action Items

Advanced Step Placement for Michelle Levine, Speech Language Pathology Assistant

Pursuant to Personnel Commission Rules & Regulations 70.200.1: "...a new employee may be granted advanced step placement upon recommendation of the appointing authority and approval by the Director of Classified Human Resources, subject to ratification by the Personnel Commission."

Personnel Commission staff recently filled a vacancy of Speech Language Pathology Assistant in the Special Education department. Michelle Levine was selected for the position by the hiring authority and is being recommended to start at Step B on the classified salary schedule based on the following:

- Experience: About one year of experience as a SLPA.
- Education: SLPA License and a Bachelor's in Communication Disorder.
- This is considered a difficult to fill position.

The minimum qualifications for the classification are:

- Education: Required coursework from a SLPA program.
- Experience: Six months of experience working with individuals with speech and language disabilities in a structured environment is desired.
- License and Certificates: Speech-Language Pathology Assistant License through the Speech-Language Pathology & Audiology & Hearing Aid Dispensers Board of the California Department of Consumer Affairs.

RECOMMENDATION:

Staff recommends that the Personnel Commission take action to ratify the advanced step placement at Step B of Speech Language Pathology Assistant classification on the Classified Salary Schedule.

PERSONNEL COMMISSION AGENDA ITEM

Name of Contributor: Dr. Adalberto Fuentes

Date of Meeting: August 13, 2026

Agenda Section: Section C: Action Items

New Classification - Carpenter

The Director of Classified Human Resources met with the Assistant Superintendent of Business and Fiscal Services and the Director of Facilities to discuss operational needs within Maintenance and Operations. As a result, staff are recommending the establishment of a Carpenter classification to support District-wide facility maintenance and preservation.

Performs skilled journey-level rough and finish carpentry work in the construction, maintenance, alteration, and repair of District buildings, facilities, structures, furnishings, and equipment. Constructs, installs, maintains, and repairs a variety of wood and related materials, fixtures, and building components.

Staff conducted a compensation study on comparable positions with similar duties and qualification requirements and conducted an internal equity analysis. Based on these findings, staff determined that range 22 (\$31.41–\$38.17) on the CSEA salary schedule is appropriate for the position.

FISCAL IMPACT:

Fiscal impact \$121,419.23 and will be paid from the General Fund.

RECOMMENDATION:

Staff recommends that the Personnel Commission take action to approve the new job classification and recommended salary range 22 (\$31.41–\$38.17) for the Carpenter classification.

ADDITIONAL MATERIALS:

Attached: [Carpenter - JD New.pdf](#)
[CSEA 26-27 Schedule 8.2026.pdf](#)



OXNARD SCHOOL DISTRICT

1051 South "A" Street • Oxnard, California 93030 • 805/385-1501 • www.oxnardsd.org

JOB DESCRIPTION

Carpenter

Purpose of Position

Performs skilled journey-level rough and finish carpentry work in the construction, maintenance, alteration, and repair of District buildings, facilities, structures, furnishings, and equipment. Constructs, installs, maintains, and repairs a variety of wood and related materials, fixtures, and building components. Plans and estimates assigned projects, ensures compliance with applicable codes and safety requirements, and supports the maintenance and improvement of District facilities.

Supervision

- Receives supervision from the Maintenance Manager, or designee.
- Provides lead guidance or work direction to assigned staff depending on the assignment.
- This position has no formal supervisory responsibilities.

Essential Functions

Job descriptions are intended to present a descriptive list of the range of job functions performed by employees in the class. Job descriptions are not intended to reflect all duties and tasks performed within the job.

1. Performs skilled journey-level rough and finish carpentry work in the construction, maintenance, alteration, and repair of District buildings, facilities, structures, furnishings, and equipment.
2. Constructs, installs, alters, maintains, and repairs partitions, cabinets, counters, shelving, doors, windows, frames, fixtures, furniture, fences, stairways, stages, concrete forms, and other wood or related structures.
3. Plans, organizes, and lays out assigned projects; interprets blueprints, specifications, sketches, diagrams, and work orders to determine project requirements.
4. Estimates labor, materials, equipment, and time required for assigned projects; prepares sketches, measurements, and material lists.
5. Installs, repairs, and replaces doors, windows, screens, and related building hardware.
6. Installs, repairs, and finishes drywall, insulation, ceiling systems, flooring materials, wall coverings, trim, molding, and other interior and exterior building components.
7. Participates in construction, remodeling, and renovation projects involving District facilities.
8. Maintains and repairs roofs, walls, ceilings, floors, furnishings, fixtures, and other building components.
9. Operates, maintains, and safeguards hand tools, power tools, woodworking machinery, aerial lifts, forklifts, and other equipment used in the carpentry trade.
10. Inspects assigned work and facilities to identify repair needs and verify compliance with applicable codes and standards.
11. Maintains records related to work orders, labor, materials, equipment usage, inspections, and completed projects.

12. Utilizes the District's computerized maintenance management system for work order tracking, labor, materials, and project documentation.
13. Provides lead guidance and work direction to assigned maintenance staff and assists with coordinating project activities as assigned.
14. Assists other maintenance trades with repair, construction, maintenance, and emergency response activities as assigned.
15. Performs related duties as assigned.

Minimum Qualifications

Knowledge of:

1. Rough and finish carpentry methods, materials, tools, and equipment.
2. Building codes, safety regulations, and trade standards.
3. Construction, framing, cabinetry, and millwork principles.
4. Safe operation of carpentry tools and equipment.
5. Shop mathematics, measurements, and layout techniques.
6. Estimating labor, materials, and equipment needs.

Skills in:

1. Rough and finish carpentry.
2. Cabinetry, framing, and hardware installation.
3. Reading and interpreting blueprints, sketches, and specifications.
4. Operating carpentry tools, equipment, and machinery.
5. Preparing project layouts, measurements, and material estimates.

Ability to:

1. Work independently and as part of a team.
2. Build and maintain cooperative working relationships.
3. Follow oral and written instructions.
4. Plan, organize, and prioritize work.
5. Communicate clearly in oral and written form.
6. Learn new practices, equipment, and procedures related to the position.

Education and Experience

Graduation from high school or equivalency and one of the following:

- Two (2) years of journey-level carpentry experience involving construction, repair, alteration, framing, forming, and finish carpentry.
- Completion of a recognized carpentry apprenticeship program.
- Two (2) years of full-time semi-skilled carpentry experience and completion of a certificate in carpentry or a closely related field from an accredited college, trade school, or apprenticeship program.
- Four (4) years of full-time semi-skilled maintenance experience involving carpentry.

Licenses and Other Requirements

A valid California driver's license. Must be insurable under the District's liability insurance coverage. All licenses, certificates, and other requirements must be valid at the time of employment and maintained throughout employment unless otherwise noted.

Physical Requirements

Employees in this classification must be able to walk, stand, sit, crawl, climb ladders, stairs, and scaffolding, and maintain balance. Must be able to lift and carry up to 80 lbs. with assistance. Must be able to use wrists or hands repetitively or while applying pressure; use both hands, arms, feet, and legs simultaneously; stoop, bend, reach overhead, and push/pull. Requires dexterity of fingers and hands, muscular coordination, color vision or the ability to distinguish shades, clear speech, normal hearing, and vision sufficient to see small details.

Working Environment

Employees in this classification work in indoor and outdoor environments and travel from site to site. Work may be performed in varying weather conditions, confined spaces, poorly ventilated areas, and at heights using ladders, scaffolding, and aerial lifts. Employees are exposed to dust, fumes, odors, chemicals, flying debris, power tools, machinery with moving parts, electrical hazards, and noise associated with construction and maintenance activities. Work involves direct contact with District staff, students, contractors, and the public and requires operating a District vehicle to conduct work.

FLSA Status: Non-Exempt

Approved: XXX
Revised: XXX



2026-2027 Active Classifications w/ Salary Ranges

Oxnard School District

RANGE CHILD NUTRITION SERVICES

- 22 District Chef
- 17 Child Nutrition Services Operations Specialist
- 16 Child Nutrition Cafeteria Coordinator
- 10 Child Nutrition Worker II (Cook)
- 7 Child Nutrition Worker

RANGE CLERICAL SUPPORT

- 26 Educational Assessment & Data Systems Specialist
- 20 Attendance Accounting Specialist II
- 18 District Textbook Coordinator
- 17 Administrative Assistant
- 17 School Office Manager
- 16 English Learner Data Technician
- 16 Special Education Data Technician
- 15 Attendance Accounting Specialist I
- 15 Facilities Support Services Specialist
- 13 Attendance Accounting Technician
- 13 Facilities Technician
- 13 Intermediate School Secretary
- 13 Office Assistant III
- 13 Secretary
- 12 District Office Receptionist
- 11 Library/Media Technician
- 8 Health Assistant
- 8 Language Assessment Technician (Spanish Bilingual)
- 8 Office Assistant II
- 7 Records Assistant

RANGE COMMUNITY RELATIONS

- 31 Mental Health Clinician
- 22 District Community Liaison
- 22 Outreach Specialist
- 22 Parent Support Liaison
- 22 Interpreter/Community Support Liaison-Trilingual
- 19 Special Education Service Coordinator
- 18 After School Program Site Coordinator
- 17 Family Liaison
- 14 District Translator

RANGE FISCAL

- 22 Position Control Specialist
- 21 Senior Payroll Technician
- 20 Accounting Specialist IV
- 18 Payroll Technician
- 17 Accounting Specialist III

RANGE HUMAN RESOURCES

- 22 Credential Technician
- 20 Risk Management Specialist
- 16 Human Resources Technician
- 13 Human Resources Assistant

RANGE INSTRUCTIONAL SUPPORT

- 43 School Occupational Therapist
- 43 School Physical Therapist
- 29 Music Instructor
- 29 Arts Instructor
- 27 Paraeducator - Hearing Impaired (Sign Language)
- 26 Speech-Language Pathology Assistant
- 18 Health Care Technician
- 18 Adaptive Technology Specialist
- 18 Behavior Support Coach
- 12 Paraeducator - Special Education
- 9 Paraeducator - Hearing Impaired (Oral Speech)
- 7 Expanded Learning Specialist
- 6 Infant Program Assistant
- 5 Instructional Assistant - Special Ed. (RSP)
- 5 Instructional Physically Handicapped Assistant
- 4 Paraeducator - General Education

RANGE MAINTENANCE/OPERATIONS

- 25 Grounds Maintenance Lead
- 22 Carpenter
- 22 Electrician
- 21 Heating, Ventilation, & Air Conditioning Technician
- 21 Plumber
- 20 Painter
- 20 Locksmith
- 18 Facilities Materials Specialist
- 18 Grounds Maintenance Specialist
- 18 Irrigation Specialist
- 17 Maintenance Worker II
- 13 Grounds Equipment Operator
- 13 Lead Custodian
- 11 Security/Maintenance Worker (N)
- 10 Grounds Maintenance Worker I
- 8 Custodian

RANGE PURCHASING/GRAPHICS/WAREHOUSE

- 20 Buyer
- 19 Reprographics Coordinator
- 15 Reprographics Technician
- 14 Shipping/Receiving Clerk/Delivery Driver
- 10 Warehouse Worker/Delivery Driver
- 8 Instructional Materials Warehouse Attendant/Driver

RANGE TECHNOLOGY

- 38 Network Systems Analyst
- 32 Information Technology Project Coordinator
- 32 Site Technology Coordinator
- 28 Information Technology Support Specialist
- 28 Technology Services Technician
- 22 Information Systems Data Technician

RANGE TRANSPORTATION

- 21 Vehicle & Equipment Mechanic
- 19 Transportation Router/Scheduler
- 15 Transportation Dispatcher/Scheduling Assistant
- 14 Bus Driver/Mechanic Assistant
- 13 Bus Driver
- 13 Cover Bus Driver/Office Assistant
- 6 Transportation Driver

RANGE OTHER

- 1 Campus Assistant

RANGE EXEMPT

- \$18.53 AVID Tutors



(effective 07/01/2026)

	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 3,260.17	\$ 3,423.18	\$ 3,594.34	\$ 3,774.06	\$ 3,962.76
Range 2	\$ 3,344.50	\$ 3,511.73	\$ 3,687.31	\$ 3,871.68	\$ 4,065.26
Range 3	\$ 3,425.82	\$ 3,597.11	\$ 3,776.96	\$ 3,965.81	\$ 4,164.10
Range 4	\$ 3,510.15	\$ 3,685.65	\$ 3,869.94	\$ 4,063.43	\$ 4,266.60
Range 5	\$ 3,600.50	\$ 3,780.52	\$ 3,969.55	\$ 4,168.03	\$ 4,376.43
Range 6	\$ 3,683.32	\$ 3,867.49	\$ 4,060.86	\$ 4,263.90	\$ 4,477.10
Range 7	\$ 3,776.68	\$ 3,965.52	\$ 4,163.79	\$ 4,371.98	\$ 4,590.58
Range 8	\$ 3,868.54	\$ 4,061.97	\$ 4,265.06	\$ 4,478.32	\$ 4,702.23
Range 9	\$ 3,963.41	\$ 4,161.58	\$ 4,369.66	\$ 4,588.14	\$ 4,817.55
Range 10	\$ 4,059.78	\$ 4,262.77	\$ 4,475.91	\$ 4,699.71	\$ 4,934.69
Range 11	\$ 4,165.19	\$ 4,373.45	\$ 4,592.12	\$ 4,821.73	\$ 5,062.82
Range 12	\$ 4,263.07	\$ 4,476.23	\$ 4,700.04	\$ 4,935.04	\$ 5,181.79
Range 13	\$ 4,369.99	\$ 4,588.49	\$ 4,817.91	\$ 5,058.81	\$ 5,311.75
Range 14	\$ 4,475.40	\$ 4,699.17	\$ 4,934.13	\$ 5,180.83	\$ 5,439.88
Range 15	\$ 4,591.35	\$ 4,820.92	\$ 5,061.96	\$ 5,315.06	\$ 5,580.81
Range 16	\$ 4,698.27	\$ 4,933.18	\$ 5,179.84	\$ 5,438.83	\$ 5,710.77
Range 17	\$ 4,818.73	\$ 5,059.67	\$ 5,312.65	\$ 5,578.29	\$ 5,857.20
Range 18	\$ 4,933.18	\$ 5,179.84	\$ 5,438.83	\$ 5,710.77	\$ 5,996.31
Range 19	\$ 5,064.19	\$ 5,317.40	\$ 5,583.27	\$ 5,862.43	\$ 6,155.55
Range 20	\$ 5,180.14	\$ 5,439.15	\$ 5,711.10	\$ 5,996.66	\$ 6,296.49
Range 21	\$ 5,309.64	\$ 5,575.12	\$ 5,853.88	\$ 6,146.57	\$ 6,453.90
Range 22	\$ 5,443.66	\$ 5,715.85	\$ 6,001.64	\$ 6,301.72	\$ 6,616.81
Range 23	\$ 5,583.71	\$ 5,862.89	\$ 6,156.04	\$ 6,463.84	\$ 6,787.03
Range 24	\$ 5,716.22	\$ 6,002.03	\$ 6,302.14	\$ 6,617.24	\$ 6,948.10
Range 25	\$ 5,856.27	\$ 6,149.08	\$ 6,456.53	\$ 6,779.36	\$ 7,118.33
Range 26	\$ 5,997.82	\$ 6,297.71	\$ 6,612.59	\$ 6,943.22	\$ 7,290.38
Range 27	\$ 6,152.92	\$ 6,460.57	\$ 6,783.59	\$ 7,122.77	\$ 7,478.91
Range 28	\$ 6,302.00	\$ 6,617.10	\$ 6,947.95	\$ 7,295.35	\$ 7,660.12
Range 29	\$ 6,458.61	\$ 6,781.54	\$ 7,120.62	\$ 7,476.65	\$ 7,850.48
Range 30	\$ 6,607.69	\$ 6,938.07	\$ 7,284.98	\$ 7,649.23	\$ 8,031.69
Range 31	\$ 6,780.86	\$ 7,119.90	\$ 7,475.90	\$ 7,849.69	\$ 8,242.18
Range 32	\$ 6,935.96	\$ 7,282.76	\$ 7,646.90	\$ 8,029.25	\$ 8,430.71
Range 33	\$ 7,118.17	\$ 7,474.08	\$ 7,847.79	\$ 8,240.17	\$ 8,652.18
Range 34	\$ 7,285.32	\$ 7,649.59	\$ 8,032.07	\$ 8,433.67	\$ 8,855.36
Range 35	\$ 7,470.54	\$ 7,844.07	\$ 8,236.27	\$ 8,648.09	\$ 9,080.49
Range 36	\$ 7,646.73	\$ 8,029.06	\$ 8,430.52	\$ 8,852.04	\$ 9,294.65
Range 37	\$ 7,847.01	\$ 8,239.36	\$ 8,651.32	\$ 9,083.89	\$ 9,538.09
Range 38	\$ 8,029.21	\$ 8,430.68	\$ 8,852.21	\$ 9,294.82	\$ 9,759.56
Range 39	\$ 8,235.52	\$ 8,647.29	\$ 9,079.66	\$ 9,533.64	\$ 10,010.32
Range 40	\$ 8,429.77	\$ 8,851.26	\$ 9,293.82	\$ 9,758.51	\$ 10,246.44
Range 41	\$ 8,648.12	\$ 9,080.53	\$ 9,534.55	\$ 10,011.28	\$ 10,511.84
Range 42	\$ 8,849.91	\$ 9,292.40	\$ 9,757.02	\$ 10,244.87	\$ 10,757.12
Range 43	\$ 9,080.30	\$ 9,534.32	\$ 10,011.03	\$ 10,511.58	\$ 11,037.16
Range 44	\$ 9,292.63	\$ 9,757.26	\$ 10,245.12	\$ 10,757.38	\$ 11,295.25

Employee Anniversary Increments:

Anniversary increments in the amount of \$112.92 shall be added to the monthly compensation of full-time classified employees at the beginning of the 7th, 10th, 15th, 20th, 25th and 30th years of service. The dollar values for anniversary increments shall automatically adjust based on future salary adjustments. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

7 years of service:	\$112.92
10 years of service:	\$225.84
15 years of service:	\$338.76
20 years of service:	\$451.68
25 years of service:	\$564.60
30 years of service:	\$677.52

Night Shift Pay Differential: Unit members who regularly work more than fifty (50) percent of their assigned duty time after six (6) p.m. will be compensated by an additional five (5) percent pay differential.

Bilingual Stipend: Positions which have been designated as bilingual and for which there is not a specific minimum requirement of bilingual skill for all incumbents of the class shall receive a stipend of three (3) percent.

Classified Substitute Pay: Classified substitutes will be paid at Step A of the salary range of the classification they will be working.

Retired Annuitant Pay: Retired annuitants working in the same classification from which they retired will be placed at the equivalent step on the current salary schedule, subject to applicable CalPERS regulations.



(effective 07/01/2026)

	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 18.81	\$ 19.75	\$ 20.74	\$ 21.77	\$ 22.86
Range 2	\$ 19.30	\$ 20.26	\$ 21.27	\$ 22.34	\$ 23.45
Range 3	\$ 19.76	\$ 20.75	\$ 21.79	\$ 22.88	\$ 24.02
Range 4	\$ 20.25	\$ 21.26	\$ 22.33	\$ 23.44	\$ 24.62
Range 5	\$ 20.77	\$ 21.81	\$ 22.90	\$ 24.05	\$ 25.25
Range 6	\$ 21.25	\$ 22.31	\$ 23.43	\$ 24.60	\$ 25.83
Range 7	\$ 21.79	\$ 22.88	\$ 24.02	\$ 25.22	\$ 26.48
Range 8	\$ 22.32	\$ 23.43	\$ 24.61	\$ 25.84	\$ 27.13
Range 9	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.79
Range 10	\$ 23.42	\$ 24.59	\$ 25.82	\$ 27.11	\$ 28.47
Range 11	\$ 24.03	\$ 25.23	\$ 26.49	\$ 27.82	\$ 29.21
Range 12	\$ 24.60	\$ 25.82	\$ 27.12	\$ 28.47	\$ 29.90
Range 13	\$ 25.21	\$ 26.47	\$ 27.80	\$ 29.19	\$ 30.65
Range 14	\$ 25.82	\$ 27.11	\$ 28.47	\$ 29.89	\$ 31.38
Range 15	\$ 26.49	\$ 27.81	\$ 29.20	\$ 30.66	\$ 32.20
Range 16	\$ 27.11	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95
Range 17	\$ 27.80	\$ 29.19	\$ 30.65	\$ 32.18	\$ 33.79
Range 18	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
Range 19	\$ 29.22	\$ 30.68	\$ 32.21	\$ 33.82	\$ 35.51
Range 20	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60	\$ 36.33
Range 21	\$ 30.63	\$ 32.16	\$ 33.77	\$ 35.46	\$ 37.23
Range 22	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36	\$ 38.17
Range 23	\$ 32.21	\$ 33.83	\$ 35.52	\$ 37.29	\$ 39.16
Range 24	\$ 32.98	\$ 34.63	\$ 36.36	\$ 38.18	\$ 40.09
Range 25	\$ 33.79	\$ 35.48	\$ 37.25	\$ 39.11	\$ 41.07
Range 26	\$ 34.60	\$ 36.33	\$ 38.15	\$ 40.06	\$ 42.06
Range 27	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15
Range 28	\$ 36.36	\$ 38.18	\$ 40.09	\$ 42.09	\$ 44.19
Range 29	\$ 37.26	\$ 39.13	\$ 41.08	\$ 43.14	\$ 45.29
Range 30	\$ 38.12	\$ 40.03	\$ 42.03	\$ 44.13	\$ 46.34
Range 31	\$ 39.12	\$ 41.08	\$ 43.13	\$ 45.29	\$ 47.55
Range 32	\$ 40.02	\$ 42.02	\$ 44.12	\$ 46.32	\$ 48.64
Range 33	\$ 41.07	\$ 43.12	\$ 45.28	\$ 47.54	\$ 49.92
Range 34	\$ 42.03	\$ 44.13	\$ 46.34	\$ 48.66	\$ 51.09
Range 35	\$ 43.10	\$ 45.26	\$ 47.52	\$ 49.89	\$ 52.39
Range 36	\$ 44.12	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62
Range 37	\$ 45.27	\$ 47.54	\$ 49.91	\$ 52.41	\$ 55.03
Range 38	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62	\$ 56.31
Range 39	\$ 47.51	\$ 49.89	\$ 52.38	\$ 55.00	\$ 57.75
Range 40	\$ 48.63	\$ 51.07	\$ 53.62	\$ 56.30	\$ 59.12
Range 41	\$ 49.89	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.65
Range 42	\$ 51.06	\$ 53.61	\$ 56.29	\$ 59.11	\$ 62.06
Range 43	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.64	\$ 63.68
Range 44	\$ 53.61	\$ 56.29	\$ 59.11	\$ 62.06	\$ 65.17

Employee Anniversary Increments:

Anniversary increments in the amount of \$112.92 shall be added to the monthly compensation of full-time classified employees at the beginning of the 7th, 10th, 15th, 20th, 25th and 30th years of service. The dollar values for anniversary increments shall automatically adjust based on future salary adjustments. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

7 years of service:	\$0.65
10 years of service:	\$1.30
15 years of service:	\$1.95
20 years of service:	\$2.61
25 years of service:	\$3.26
30 years of service:	\$3.91

Night Shift Pay Differential: Unit members who regularly work more than fifty (50) percent of their assigned duty time after six (6) p.m. will be compensated by an additional five (5) percent pay differential.

Bilingual Stipend: Positions which have been designated as bilingual and for which there is not a specific minimum requirement of bilingual skill for all incumbents of the class shall receive a stipend of three (3) percent.

Classified Substitute Pay: Classified substitutes will be paid at Step A of the salary range of the classification they will be working.

Retired Annuitant Pay: Retired annuitants working in the same classification from which they retired will be placed at the equivalent step on the current salary schedule, subject to applicable CalPERS regulations.

Recruitment Type: Dual Certification

Eligibility List No. 25-26:103

Director's Certification:

Established: 7/16/2026



Outreach Specialist

Rank	Name	Expiration Date
1	61976121 (B)	7/16/2027
2	1933228 (B)	7/16/2027
2	66866396 (B)	7/16/2027
3	47831920 (B)	7/16/2027
4	48325186 (B)	7/16/2027
5	323278 (B)	7/16/2027
5	49209920 (B)	7/16/2027
6	62082905 (B)	7/16/2027
7	13893113 (B)	7/16/2027
7	43769614 (B)	7/16/2027
8	3304837 (B)	7/16/2027
9	690689 (B)	7/16/2027
10	40534287 (B)	7/16/2027
11	38436991 (B)	7/16/2027
12	28285179 (B)	7/16/2027
13	50378092 (B)	7/16/2027
13	3285592 (B)	7/16/2027
13	67528769 (B)	7/16/2027
13	4417309 (B)	7/16/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No. 25-26:109;
25-26:82
Established: 7/27/2026

Transportation Driver

Rank	Candidate ID	Expiration Date
1	34339917	7/27/2027
2	49486748	7/27/2027
3	66611085	5/26/2027
4	14977005	5/26/2027
5	43307937	7/27/2027

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No. 26-27:01

Established: 7/27/2026

Education Assessment & Data Systems Specialist

Rank	Candidate ID	Expiration Date
1	57957992	7/27/2027
2	66558762	7/27/2027
2	1785007	7/27/2027
3	55987476	7/27/2027
4	33278595	7/27/2027

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No.

26-27:04; 25-26:95

25-26:93; 25-26:86

25-26:57; 25-26:42

Established: 7/27/2026

Paraeducator - Special Education

Rank	Candidate ID	Expiration Date
1	9521895	11/18/2026
2	9834750	5/4/2027
3	68115845	7/27/2028
3	63689064	4/15/2027
4	63520572	7/27/2027
4	65237337	7/27/2027
4	26965588	7/27/2027
4	65343641	1/5/2027
4	53471978	1/5/2027
4	54650212	7/27/2027
4	7578655	7/27/2027
4	52449656	7/27/2027
5	58786354	7/27/2027
5	45123577	4/15/2027
5	469670	1/5/2027
5	64319543	7/27/2027
6	39664123	5/18/2027
7	64943997	5/18/2027
7	28003607	7/27/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

OXNARD SCHOOL DISTRICT**PERSONNEL COMMISSION**

7	58740824	5/4/2027
7	55556544	7/27/2027
7	56243595	7/27/2027
7	67300423	5/18/2027
7	67041644	5/4/2027
8	32602007	5/18/2027
8	59161535	5/4/2027
8	45617940	5/4/2027
8	57813287	7/27/2027
8	62276641	7/27/2027
8	41442332	5/18/2027
8	34512233	7/27/2027
8	48146928	7/27/2027
8	66735279	4/15/2027
9	67072341	5/4/2027
9	53153132	7/27/2027
9	66643198	4/15/2027
10	58741697	7/27/2027
10	62958798	5/18/2027
10	32602007	5/4/2027
10	63610514	5/4/2027
10	65228710	4/15/2027
10	60680562	7/27/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

Recruitment Type: Dual Certification

Eligibility List No. 26-27:10

Director's Certification:

Established:
8/4/2026

Human Resources Technician

Rank	Candidate ID	Expiration Date
1	39364379	8/4/2027
2	17201640	8/4/2027
3	31211531	8/4/2027
4	66460092	8/4/2027
5	17687665	8/4/2027
6	61577514	8/4/2027
7	43782466	8/4/2027

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No. 25-26:112

Established: 8/4/2026

Speech Language Pathology Assistant

Rank	Candidate ID	Expiration Date
1	60494122	8/4/2027

Recruitment Type: Dual Certification

Eligibility List No. 25-26:116

Director's Certification:

Established: 8/6/2026



Payroll Technician

Rank	Candidate ID	Expiration Date
1	55987476	8/6/2027
2	45203771	8/6/2027
3	7580798	8/7/2027

New Hires

Martinez, Brittney D	Child Nutrition Worker, Child Nutrition Services 5 hrs./185 days	06/08/2026
Zaragoza, Andrea	Adaptive Technology Specialist, Marshall School 8 hrs./183 days	05/27/2026

Limited Term/Substitutes

Gonzalez, Diana C	Paraeducator (Substitute)	05/26/2026
Heredia, Yudith	Paraeducator (Substitute)	06/23/2026
Hernandez, Jessica	Paraeducator (Substitute)	05/26/2026
Martinez, Elisa	Campus Assistant (Substitute)	06/08/2026
Madrigal, Jayden M	Paraeducator (Substitute)	06/08/2026
Muñoz Arenas, Yesica	Paraeducator (Substitute)	06/08/2026
Ponce, Yesenia	Paraeducator (Substitute)	06/08/2026
Ramirez, Alejandra	Paraeducator (Substitute)	05/26/2026
Rodriguez, Alexah J	Paraeducator (Substitute)	06/15/2026
Serratos Pineda, Hazel J	Paraeducator (Substitute)	07/13/2026
Sotelo, Julian M	Paraeducator (Substitute)	06/08/2026

Promotions

Arredondo Juarez, Jose Luis	Custodial Service Supervisor, Custodial Services 8 hrs./261 days Night Custodian, Brekke School 8 hrs./245 days	07/06/2026
Gonzalez, Maria D	Transportation Driver, Transportation 8 hrs./183 days Campus Assistant, Drifffill School 5.75 hrs./180 days	06/09/2026
Manzer, Adriana	School Office Manager, Marshall School 8 hrs./215 days Attendance Accounting Technician, Drifffill School 8 hrs./210 days	07/01/2026
Mata, Erica	Human Resources Analyst, Personnel Commission 8 hrs./261 days Human Resources Technician, Personnel Commission 8 hrs./245 days	06/25/2026
Romero, Letty	Child Nutrition Worker II, Child Nutrition Services 6 hrs./185 days Child Nutrition Worker, Frank Academy 5 hrs./185 days	08/13/2026

Transfers

Arteaga, Vanessa M	Paraeducator Special Education, Frank Academy 8 hrs./183 days	08/17/2026
Cameron, Rosa M	Paraeducator Special Education, Lopez Academy 8 hrs./183 days	08/17/2026
Coria, Crystal Q	Paraeducator Special Education, Marshall School 5.75 hrs./183 days	06/08/2026
Cortez, Alejandro G	Paraeducator Special Education, Marshall School 8 hrs./183 days	08/17/2026
Duran, Cindy A	Paraeducator Special Education, McAuliffe School 8 hrs./183 days	08/17/2026

Transfers (cont.)

Esparza, Lydia A	Campus Assistant, Brekke School 5.75 hrs./180 days	08/19/2026
Jimenez-Villegas Alfonsina	Paraeducator Special Education, Marina West School 8 hrs./183 days	08/17/2026
Morales, Julissa	Paraeducator Special Education, Rose Avenue School 5.75 hrs./183 days	05/11/2026
Moreno, Patricia	Paraeducator Special Education, Soria School 8 hrs./183 days	08/17/2026
Saadati, Victoria	Paraeducator Special Education, Marina West School 8 hrs./183 days	08/17/2026
Segura, Mayra	Paraeducator Special Education, Lopez Academy 8 hrs./183 days	08/17/2026
Vazquez, Jose J	Paraeducator Special Education, Frank School 8 hrs./183 days	08/17/2026
Weeks, Wendy	Paraeducator Special Education, Sierra Linda School 5.75 hrs./183 days	05/11/2026
	Paraeducator Special Education, Marshall School 5.75 hrs./183 days	08/17/2026
Xicotencatl, Lidia J	Paraeducator Special Education, Frank Academy 5.75 hrs./183 days	08/17/2026

In Lieu of Layoff

Arellano, Miguel	Attendance Accounting Technician, McAuliffe School 6 hrs./210 days	07/01/2026
	Attendance Accounting Technician, McAuliffe School 8 hrs./210 days	
Carrillo, Jessica D	Attendance Accounting Technician, Elm School 6 hrs./210 days	07/01/2026
	Attendance Accounting Technician, Elm School 8 hrs./210 days	
Melgoza, Monica	Attendance Accounting Technician, Marina West School 6 hrs./210 days	07/01/2026
	Attendance Accounting Technician, Marina West School 8 hrs./210 days	
Perez, Maria A	Attendance Accounting Technician, Rose Avenue School 6 hrs./210 days	07/01/2026
	Attendance Accounting Technician, Rose Avenue School 8 hrs./210 days	
Reyes, Nayeli T	Attendance Accounting Technician, Ramona School 6 hrs./210 days	07/01/2026
	Attendance Accounting Technician, Ramona School 8 hrs./210 days	
Villa, Maria Y	Attendance Accounting Technician, Brekke School 6 hrs./210 days	07/01/2026
	Attendance Accounting Technician, Brekke School 8 hrs./210 days	

Release During Probation

13714	Campus Assistant, 5.75 hrs./180 days	06/16/2026
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Resignations

Alhabash, Suha I	Paraeducator Special Education, Harrington School 5.75 hrs./183 days	07/01/2026
Cortes, Esmeralda E	Paraeducator Special Education, Kamala School 5.75 hrs./183 days	6/30/2026
Dixon, Clara O	Paraeducator Special Education, Curren School 5.75 hrs./183 days	07/31/2026
Esparza, Monica M	Payroll Technician, Budget & Finance 8 hrs./245 days	06/05/2026
Figueroa, Ana G	Paraeducator General Education, Ritchen School 6 hrs./183 days	06/04/2026
Gomez-Romero, Brenda	Paraeducator Special Education, Driffill School 5.75 hrs./183 days	06/01/2026
Gonzalez, Angel	Paraeducator Special Education, Lopez Academy 5.75 hrs./183 days	07/02/2026
Herrera, Rebecca	Mental Health Clinician, Special Education 8 hrs./221 days	06/30/2026
Mateo, Gladys	Paraeducator Special Education, Ritchen School 8 hrs./183 days	07/31/2026
Mendez, Jamin E	Speech Language Pathology Assistant, Ritchen School 8 hrs./183 days	07/31/2026
Mendoza, Brianna L	Speech Language Pathology Assistant, San Miguel School 8 hrs./183 days	07/31/2026
Moran, Virginia	Speech Language Pathology Assistant, Special Education 8 hrs./183 days	08/16/2026
Valencia, Andrea	Office Assistant II, Elm School 8 hrs./203a days	06/30/2026

Retirements

Duarte, Angela M	Administrative Assistant, Facilities 8 hrs./245 days	08/21/2026
McAuley, Jimmy E	Campus Assistant, Fremont Academy 5.75 hrs./180 days	06/18/2026